

# SUGGESTED COMMENTS FOR DCI CONFIRMATION HEARING

- ° What are today's challenges to our recruitment activity?
  - We face intense competition from the private sector and anticipate this will continue especially with forecasts of fewer college graduates in the 1990's
  - Lack of flexibility in the compensation and benefits arena, which is common in the private sector, inhibits our ability to attract and retain quality candidates
  - The rate of change in certain skill areas is high, requiring constant re-education, training, and replenishment
- ° What are we doing to meet these challenges?
  - Increased recruiting focus to seek out more officers with bi-cultural backgrounds, area specialties, language qualifications, and high-tech backgrounds
  - Streamlined applicant processing system to handle the 100,000 plus annual applications
  - Implement new pay systems which emphasize pay for performance
    - Commo pay banding
    - 9.6% overseas pay
    - Secretarial Career and Pay System
    - Special Scientific Pay Scale
  - Rethinking and reshaping our current set of incentives, allowances, and other benefits so that we can offer a broad, flexible compensation package that recognizes the needs of employees at different ages and career levels
  - Renewed emphasis on skills and management training to keep our experts up-to-date
- ° How are we doing in the recruitment field?
  - We've hired more people annually over the last three years than anytime in the Agency's history
  - We've instituted summer tuition and other programs to attract high caliber college students at a younger age to assist them to develop the skills we will need

- We have instituted a Minority Undergraduate Program and will soon initiate a college scholarship program emphasizing minority and handicapped student employees
- We have undertaken a significant review and revamping of our applicant processing system, to reduce the time an applicant is in process and expand our capability to handle the large number of cases we receive each year